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17 January 1972

MEMORANDUM FOR: Director of Training

SUBJECT : Memorandum of Conversation Concerning
Increased CTP Responsibility for Admin-
istering the ISD Professional Training
Program

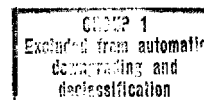
For a variety of reasons the ISD Professional Training Program is not working well and the DDP Junior Officer Affairs Officer has requested that the Career Training Program provide assistance with this problem. On 14 January I discussed this with [redacted]

[redacted] DC/ISD and [redacted] Chief, Junior Officer Affairs, DDP. The discussion centered on these points.

Treatment: Junior employees assigned to ISD do not feel that they receive the same treatment as Career Trainees particularly with regard to counseling and interim assignments. There now appears to be considerable inclination in the DDP for the CTP to play an expanded role in counseling and handling ISD employees considered worthy of professional development and perhaps select these employees. We are meeting 17 January to discuss the selection problem further. What we are trying to achieve is to overcome the resentment coming from young employees not selected for CTP by handling these individuals from this office if they appear to have professional potential but not bring this group on to CT rolls.

Need for OFC: [redacted] made a major point that not all ISD employees who move on to professional and quasi professional assignments in the Area Divisions such as Intelligence Assistants ~~do not~~ need the BOC but need the OFC and asked if it were possible to revive this course. I stated that I would make his concern known to the DDTR and DTR and others and this is intended to make you aware of this problem.

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*I don't believe
it works any more
about the
FOP & I
have asked
see that he is
informed.*

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John discussed
24th with
member
from that
getting to the
job as impt.
therefore any
more interim
work must
be considered
with present
6 mos. level
pending as probable
reaction by CS to our
language paper to Colby
position of no more CTs
without mentioning 2 or
3 lang. level preparing
this will after a considerable
getting to job.

Interim Assignments of CTs to ISD: To better prepare our CTs, to help with the ISD workload and to avoid possible ceiling problems I raised the possibility of assigning CTs to ISD on six-week to eight-week interim assignments.

[redacted] felt that would provide the CT with excellent training but would not be long enough assignment to help overcome ISD paper handling problems and could prove a burden to ISD supervisors. This question will be referred to [redacted]

Comment: I am not certain I agree with [redacted] that CTs assigned to ISD for six to eight weeks could not contribute significantly to the ISD workload particularly if they receive some prior basic records instruction but it is his shop.

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[redacted]
Chief, Career Training Program

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